

Tier Criteria for Title 42 Intramural (Basic) Positions – Updated with 2003 Pay Rates

Band	Tier 1	Tier 2	Tier 3
Research Fellows (Subject to 5/8 year rule)	\$38,000 - \$56,700 <ul style="list-style-type: none"> • 3-5 years Post-Doc • Appropriate for 2-3 years • Support PI on projects 	\$56,701- \$67,000 <ul style="list-style-type: none"> • “Exceptional fellows”. • Appropriate for 2-3 years • Increasing responsibility and skills • Presentations at meetings • Publication record and recognition by peers • Equivalent to Instructor 	\$67,001- \$77,300 <ul style="list-style-type: none"> • “Outstanding fellows” • Appropriate for 2-3 years • Significant laboratory accomplishments • Record of presentations at meetings • Growing bibliography and citations in literature
Staff Scientists, Staff Scientists (Clinical)	\$66,000 - \$92,800 <ul style="list-style-type: none"> • Minimal supervision, effective team member • Promote supervisor’s research utilizing new approaches/technology and broad NIH scientific resources • Appropriate for 5-10 years • 2 letters of reference and review by IC Promotion Committee • Research Associate/Research Asst. Professor equivalent 	\$92,801 - \$118,600 <ul style="list-style-type: none"> • Substantial record of achievement • Major role in quality research • Outstanding grasp of subject material • Co-author on number of peer reviewed publications • Consulted by peers • Appropriate for 5-10 years • 3 letters of reference and review by IC Promotion Committee 	\$118,601 - \$144,300 <ul style="list-style-type: none"> • Exceptional record of achievement – “Rare” • Significantly promotes mission of IC or NIH. • Extraordinary grasp of subject material • Significant methodological or other contribution to scientific literature • May supervise doctoral-level or senior staff • Presentation at meetings & participation in NIH committees • 5 letters from referees (not recent collaborators), 3 from outside the IC
Investigators (TT)	\$66,000 - \$86,600 <ul style="list-style-type: none"> • Outstanding credentials • Reference letters from diverse sources • Appropriate through mid-point in tenure-track and BSC review. • May continue at this tier until tenured • Equivalent to Asst. Professor 	\$86,601 - \$105,200 <ul style="list-style-type: none"> • Exceptional for entry-level • Advancement level for outstanding mid-point BSC review with annual endorsements by the IC SD. • Track record of publications, presentations and outstanding accomplishments • May continue at this tier until tenured 	\$105,201 - \$123,800 <ul style="list-style-type: none"> • Nearing the point of tenure (within approx. 1 year). Overall duration less than 3 years • More than one commendable BSC review. • May be advanced to retain researcher at NIH • Based on assessment by the IC SD • Significant achievements, publications, awards and honors • Equivalent to Associate Professor (w/o tenure)
Senior Investigators	\$92,000 - \$133,000 <ul style="list-style-type: none"> • Manage independent resources effectively • Mentor staff with skill • Assigned organizational responsibilities in IC • Participate in IC or NIH-wide committees and Special Interest groups • Serve on editorial boards, review grants and manuscripts • Body of original peer-reviewed research, cited by peers and invitations to write reviews. • Invited annually to present at national meetings. • Superlative BSC reviews. • May receive awards for accomplishments/excellence. • Appropriate for at least 5 years • Equivalent to Associate or Full Professor. 	\$133,001 - \$171,900 <ul style="list-style-type: none"> • Advancement level, based on IC Standing Committee review and SD endorsement • 3 outside letters of reference (not recent collaborators) • Manage independent resources effectively • Mentor staff with skill – departing fellows obtain high quality scientific positions. • Assigned organizational responsibilities in the IC • Participate in IC or NIH-wide committees such as scientific review committees and Special Interest Groups • Serve on editorial boards, review grants and manuscripts • Growing body of original peer-reviewed research cited by peers and invitations to write reviews. • Invited annually to present at natl./international meetings. • Outstanding BSC reviews. • May receive national/international awards for accomplishments/excellence. • Appropriate for 5-10 years • Equivalent to Full Professor. 	\$171,901 - \$200,000 <ul style="list-style-type: none"> • Advancement level, based on IC Standing Committee review and SD endorsement • 6 outside letters of reference (not recent collaborators) • Manage independent resources effectively • Mentor staff with skill – departing fellows obtain high quality scientific positions. • Assigned organizational responsibilities in the IC • Participate in both IC & NIH-wide committees that provide expert advice to IC and NIH leadership and in Special Interest Groups. • Large, growing body of original peer-reviewed extensively cited by peers with high impact • Invited annually to present original research at multiple national and international meetings. • Outstanding BSC reviews. • Prestigious awards and prizes • Equivalent to Chaired Professor

Tier Criteria for Title 42 Intramural (Clinical) Positions

Band	Tier 1	Tier 2	Tier 3
Clinical Fellows (Subject to 5/8 year rule)	\$38,000 - \$56,700 <ul style="list-style-type: none"> Up to 3 years Post-Doc clinical training and interest in a research career Appropriate for 2-3 years Support PI on projects Participate in clinical evaluation and care of research patients 	\$56,701 - \$67,000 <ul style="list-style-type: none"> “Exceptional fellows” Appropriate for 2-3 years Increasing responsibility and skills, generally includes Board certification Presents talks and/or posters at meetings Beginning publication record Recognized through citations in literature Effective mentoring skills 	\$67,001 - \$82,500 <ul style="list-style-type: none"> “Outstanding fellows” Appropriate for 2-3 years Increasing clinical responsibility and skills Significant research accomplishments Demonstrated record of presentations at scientific meetings Growing bibliography citations in literature Recognized through citations in literature
Staff Clinicians	\$75,000 - \$120,600 <ul style="list-style-type: none"> Fully credentialed Patient care constitutes majority of time Minimal supervision, effective team member Promote supervisor’s research utilizing new approaches/technology and broad NIH and other scientific resources May serve as PI on clinical protocols or medical authority if PI is not credentialed. Appropriate for 5-10 years 	\$120,601 - \$162,900 <ul style="list-style-type: none"> Level based on clinical skills, credentials and scarcity of specialty or subspecialty Substantial record of achievement Major role in quality research Outstanding grasp of subject material Major contributions to peer reviewed publications (co-authorship on reasonable number of publications) Consulted by peers at NIH and elsewhere 3 letters of reference and review by IC Promotion Comm. Appropriate for 5-10 years 	\$162,901 - \$200,000 <ul style="list-style-type: none"> Exceptional record of achievement – “Rare” Significantly promotes mission of IC or NIH. Extraordinary grasp of subject material Significant methodological or other contribution to scientific literature May supervise clinical staff 5 letters from referees (not recent collaborators), 3 from outside the IC
Investigators (TT)	\$75,000 - \$120,600 <ul style="list-style-type: none"> Engaged in research and fully credentialed patient care provider 20% or more of duties patient related, or full-time epidemiological research Outstanding credentials in clinical and laboratory research. Reference letters from diverse sources Appropriate through mid-point in tenure-track and BSC review. May continue at this tier until tenured 	\$120,601 - \$162,900 <ul style="list-style-type: none"> Exceptional for entry-level Advancement level for outstanding mid-point BSC review with annual endorsements by the IC SD. Track record of publications, presentations and outstanding accomplishments. May continue at this tier until tenured 	\$162,901 - \$200,000 <ul style="list-style-type: none"> Nearing the point of tenure (within approx. 1 year). Overall duration less than 3 years More than one commendable BSC review. May be advanced to retain researcher at NIH Based on assessment by the IC SD Significant achievements, publications, awards and honors
Senior Investigators	\$120,000 - \$151,600 <ul style="list-style-type: none"> Manage independent resources effectively 20% or more of duties patient related, or full-time epidemiological research Mentor staff with skill Assigned organizational responsibilities IC Participate in IC or NIH-wide committees Body of original peer-reviewed research, cited by peers and invitations to write reviews. Invited annually to present at national meetings. Superlative BSC reviews. May receive awards for accomplishments/excellence. Appropriate for at least 5 years 	\$151,601 - \$179,400 <ul style="list-style-type: none"> Advancement level, based on IC Standing Committee review and SD endorsement 3 outside letters of reference (not recent collaborators) Manage independent resources effectively 20% or more of duties patient related, or full-time epidemiological research Mentor staff with skill – departing fellows obtain high quality scientific positions. Assigned organizational responsibilities in the IC Participate in IC or NIH-wide committees Growing body of original reviewed research cited by peers Invited annually to present at natl./international meetings. Outstanding BSC reviews. May receive national/international awards for accomplishments/excellence. Appropriate for 5-10 years 	\$179,401 - \$200,000 <ul style="list-style-type: none"> Advancement level, based on IC Standing Committee review and SD endorsement 6 outside letters of reference (not recent collaborators) Manage independent resources effectively 20% or more of duties patient related Mentor staff with skill – departing fellows obtain high quality scientific positions. Assigned organizational responsibilities in the IC Participate in both IC & NIH-wide committees that provide expert advice to IC and NIH leadership Large, growing body of original peer-reviewed extensively cited by peers with high impact Invited annually to present original research at multiple natl./international meetings. Outstanding BSC reviews. Prestigious awards and prizes

NIH T42 Pay Model for Intramural (Clinical) Positions Committee Review and Approval for Pay Levels¹

Intramural (Clinical)	IC Standing Committee Review	NIH Compensation Committee Review	Delegated Pay Approval Levels
BAND I – Clinical Fellows			
T-1 \$38,000 - \$56,700 (2-3 years)	Annual adjustments from 2-5%		IC Director
T-2 \$56,701 - \$67,000 (2-3 years)	Initial pay for hires, conversions and reassignments		IC Director
T-3 \$67,001 - \$82,500 (2-3 years)	Initial pay for hires, conversions and reassignments.	Advancement to T-3. Salaries exceeding the band range. Annual adjustments resulting in a higher band.	IC Director
BAND II – Staff Clinicians			
T-1 \$75,000 - \$120,600 (5-10 years)	Quadrennial adjustments> 2%*		IC Director
T-2 \$120,601 - \$162,900 (5-10 years)	Initial pay for hires, conversions and reassignments Quadrennial adjustments> 2%*		IC Director
T-3 \$162,901 - \$200,000	Initial pay for hires, conversions and reassignments. Quadrennial adjustments> 2%*	Advancement to T-3. Salaries exceeding the band range. Annual adjustments resulting in a higher band.	IC Director for salaries < EX-1 (\$171,900) when total compensation < \$200,000. NIH Director for salaries > EX-1 (\$171,900) or total compensation > \$200,000
BAND III – Investigators (TT)			
T-1 \$75,000 - \$120,600	Quadrennial adjustments> 2%*		IC Director
T-2 \$120,601 - \$162,900	Initial pay for hires, conversions and reassignments Quadrennial adjustments> 2%*		IC Director
T-3 \$162,901 - \$200,000 (<3 years)	Initial pay for hires, conversions and reassignments. Quadrennial adjustments> 2%*	Advancement to T-3. Salaries exceeding the band range. Annual adjustments resulting in a higher band.	IC Director for salaries < EX-1 (\$171,900) when total compensation < \$200,000. NIH Director for salaries > EX-1 (\$171,900) or total compensation > \$200,000
BAND IV – Sr. Investigators			
T-1 \$120,000 - \$151,600 (5 years)	Quadrennial adjustments> 2%*		IC Director
T-2 \$151,601 - \$179,400 (5-10 years)	Initial pay for hires, conversions and reassignments Quadrennial adjustments> 2%* Advancement to T-2.	Salaries and adjustments > EX-1 (\$171,900) Total compensation exceeding \$200,000.	IC Director for salaries < EX-1 (\$171,900) when total compensation < \$200,000. NIH Director for salaries > EX-1 (\$171,900) or total compensation > \$200,000
T-3 \$179,401 - \$200,000 (Superstar)	Initial pay for hires, conversions and reassignments. Quadrennial adjustments> 2%*	Advancement to T-3. Salaries exceeding the band range. Salaries and adjustments > EX-1 (\$171,900) Total compensation exceeding \$200,000.	IC Director for salaries < EX-1 (\$171,900) when total compensation < \$200,000. NIH Director for salaries > EX-1 (\$171,900) or total compensation > \$200,000

Additional Pay Reviews and Approvals:

Across-the-board comparability increases and adjustments to band/tercile pay ranges will be approved by the NIH Director.

*The Quadrennial Review (every 4 years for Bands II –IV) will include the Board of Scientific Counselor’s review (BSC) and/or the process defined in the IR Sourcebook.

Salary Setting Philosophy and Guidelines: Outside hires, conversions and reassignments normally will be placed in the first tercile of the appropriate pay band. The year ranges shown for each tercile reflect typical duration at that level. Pay is set to recognize the individual’s scientific contributions as well as the duties, responsibilities and complexity of positions. Salaries are set not on the basis of the scientist’s professional credentials alone, or what he/she might command at other institutions, but at a rate that recognizes the nature of the scientist’s NIH responsibilities and contributions. Detailed NIH pay criteria and factors are shown in Attachment 1. The Base Pay Adjustment Process and Supplemental Pay Provisions are shown in Attachment 2.

¹ This chart reflects pay level approvals only. The NCC also approves “promotions” of scientific staff from one band to another, e.g., Investigator to Senior Investigator

NIH T42 Pay Model for Intramural (Basic) Positions Committee Review and Approval for Pay Levels¹

Intramural (Basic)	IC Standing Committee Review	NIH Compensation Committee Review	Delegated Pay Approval Levels
BAND I – Research Fellows			
T-1 \$38,000 - \$56,700 (2-3 years)	Annual adjustments from 2-5%		IC Director
T-2 \$56,701 - \$67,000 (2-3 years) (Instructor equivalent)	Initial pay for hires, conversions and reassignments		IC Director
T-3 \$67,001 - \$77,300 (2-3 years)	Initial pay for hires, conversions and reassignments.	Advancement to T-3. Salaries exceeding the band range. Annual adjustments resulting in a higher band.	IC Director
BAND II – Staff Scientist, Staff Scientist (Clinical), Sr. Res. Fellow			
T-1 \$66,000 - \$92,800 (5-10 years) (Res. Assoc./Asst. Prof. equivalent)	Quadrennial adjustments > 2%*		IC Director
T-2 \$92,801 - \$118,600 (5-10 years)	Initial pay for hires, conversions and reassignments Quadrennial adjustments > 2%*		IC Director
T-3 \$118,601 - \$144,300 (Rare)	Initial pay for hires, conversions and reassignments. Quadrennial adjustments > 2%*	Advancement to T-3. Salaries exceeding the band range. Annual adjustments resulting in a higher band.	IC Director
BAND III – Investigators (TT)			
T-1 \$66,000 - \$86,600 (Assistant Professor equivalent)	Quadrennial adjustments > 2%*		IC Director
T-2 \$86,601 - \$105,200	Initial pay for hires, conversions and reassignments Quadrennial adjustments > 2%*		IC Director
T-3 \$105,201 - \$123,800 (<3 years) (Associate Prof. w/o tenure equiv.)	Initial pay for hires, conversions and reassignments. Quadrennial adjustments > 2%*	Advancement to T-3. Salaries exceeding the band range. Annual adjustments resulting in a higher band.	IC Director
BAND IV – Sr. Investigators			
T-1 \$92,000 - \$133,000 (5 years) (Tenured Assoc. - Full Prof. equiv.)	Quadrennial adjustments > 2%*		IC Director
T-2 \$133,001 - \$171,900 (5-10 years) (Tenured Full Professor equiv.)	Initial pay for hires, conversions and reassignments Quadrennial adjustments > 2%* Advancement to T-2.	Total compensation > \$200,000.	IC Director for total compensation less than \$200,000 NIH Director for total compensation > \$200,000
T-3 \$171,901 - \$200,000 (Chaired Professor equivalent)	Initial pay for hires, conversions and reassignments. Quadrennial adjustments > 2%*	Advancement to T-3. Salaries exceeding the band range. Salaries and pay adjustments > EX-1 (\$171,900) Total compensation > \$200,000.	NIH Director

Additional Pay Reviews and Approvals:

Across-the-board comparability increases and adjustments to band/tercile pay ranges will be approved by the NIH Director.

*The Quadrennial Review (every 4 years for Bands II –IV) will include the Board of Scientific Counselor's review (BSC) or the process defined in the IR Sourcebook.

Salary Setting Philosophy and Guidelines: Outside hires, conversions and reassignments normally will be placed in the first tercile of the appropriate pay band. The year ranges shown for each tercile reflect typical duration at that level. Pay is set to recognize the individual's scientific contributions as well as the duties, responsibilities and complexity of positions. Salaries are set not on the basis of the scientist's professional credentials alone, or what he/she might command at other institutions, but at a rate that recognizes the nature of the scientist's NIH responsibilities and contributions. Detailed NIH pay criteria and factors are shown in Attachment 1. The Base Pay Adjustment Process and Supplemental Pay Provisions are shown in Attachment 2.

NIH T42 Pay Model Pay Criteria

Overriding Philosophy:

Pay is set at rates necessary to recognize the individual's scientific contributions as well as the duties, responsibilities and complexity of the position. Salaries should be set not on the basis of the scientist's professional credentials alone, or what he/she might command at other academic or private sector institutions, but rather at a rate that recognizes the nature of the scientist's NIH responsibilities and contributions.

Criteria with factors that relate in establishing the initial pay level and subsequent pay adjustments.

1. Complexity of program or projects, problems solved, difficulty and originality in work performed
2. Productivity and impact on the scientific community (Research and Clinical Productivity and Impact)
 - BSC reviews;
 - outside letters of reference;
3. Recognition within the scientific community
 - outside letters of reference;
 - publications and presentations;
 - awards;
 - editorial board participation;
 - and participation in professional organizations.
4. Specific clinical or other highly technical skills of benefit to the NIH in their designated NIH function (Market Value for comparable functions)
 - appropriate market data;
 - applicant's salary history salary equity among internal employees
 - recruitment difficulties
5. Breadth and depth of required knowledge (Experience)
6. Mentoring
7. Decision-making authority, independence, or freedom to act
8. Resource management, including responsibility for human, financial, space, facilities information, and material resources (Managerial Responsibility)
9. The scope or impact that an individual exercises at varying levels within and across the organization. Impact relates to how influential the position is within the IC or NIH based on the importance of decisions or final recommendations rendered
10. The importance and frequency of interactions with various individuals or groups within or outside NIH, service to the NIH, and the effect of these interactions on accomplishing the NIH mission. (Service to NIH)
 - reviewer functions

Pay criteria also is addressed in the NIH Requirements for Submission of Cases to the NCC, distributed on November 12, 2002

NIH T42 Pay Model
Base Pay Adjustments and Supplemental Pay

Base Pay Increases		Supplemental Pay
<p style="text-align: center;">Annual Performance Base Pay Adjustments</p> <p>Timing:</p> <ul style="list-style-type: none"> Linked to “acceptable” performance ratings. Effected same time each year, NIH-wide <p>Amount of Increase: For Band I of any category, the IC Director may approve</p> <ul style="list-style-type: none"> ≤ 2% annual adjustment to base pay w/o further review; or > 2-5% annual adjustment after review by the IC Standing Committee.* <p>For Bands II-IV of any category, the IC Director may approve</p> <ul style="list-style-type: none"> ≤ 2% annual adjustment to base pay w/o further review*, if the average adjustment for all T42 scientists does not exceed 1 percent of the total base pay of covered scientists. 	<p style="text-align: center;">Quadrennial Performance Base Pay Adjustments</p> <p>Timing:</p> <ul style="list-style-type: none"> Linked to the Quadrennial Review process established for specific scientific categories and bands Once every 4 years <p>Amount of Increase:</p> <ul style="list-style-type: none"> > 2% possible.* 	<p style="text-align: center;">Annual Performance Bonuses or Cash Awards (NIH Manual Chapter 2300-451-1)</p> <p>The IC Director may grant scientists with an acceptable rating non-base bonuses or cash awards up to 10% of the scientist’s base pay within a 52 week period.</p> <hr/> <p style="text-align: center;">Recruitment and Retention Incentives (NIH Manual Chapter 2300-572-2)</p> <p>Recruitment Incentives: a non-base incentive of up to 25% of the candidate’s proposed base pay may be offered when necessary to attract outstanding non-Federal scientists to the NIH (outside recruits). The incentive is paid as a lump sum and is based on:</p> <ul style="list-style-type: none"> current salary; other employment offers; Runzheimer analysis; moving expenses; internal and external benchmarks, and permanent loss of other income and/or benefits, e.g., tuition assistance, consulting fees. <p>Retention Incentives: a non-base incentive of up to 25% of the employee’s base pay may be offered (in lieu of a base pay increase based on a Quadrennial Review) when a scientist:</p> <ul style="list-style-type: none"> is likely to leave the NIH for any reason (e.g., outside job offer); and his/her departure would have adverse impact on the IC or NIH mission. <p>The incentive is paid on a biweekly basis and is based on written or confirmed verbal job offers, or substantiated job opportunities at a higher compensation level.</p> <hr/> <p>Incentives may be approved by the IC Director when total compensation ≤ the EX-I level (\$171,900). Recruitment and retention incentives which cause total compensation to exceed EX-I (currently \$171,900) must be reviewed by the NCC and approved by the Director, NIH, or designee.</p>
<p>*Adjustments that result in movement to a higher band require review by the NIH Compensation Committee.</p> <p>Adjustments that result in pay > EX-1 (\$171,900) required the approval of the NIH Compensation Committee and the NIH Director.</p>		

